

All you need to know about  
Your Local Labour Market



EASTERN WORKFORCE  
INNOVATION BOARD

# A NEWSLETTER

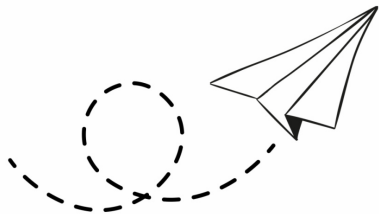
ISSUE 4 | MARCH 2022

Our site provides a wide variety of resources for the community to utilize. It includes recent news articles that focus on the labour market, job boards, community profiles of our municipal partners and our various projects. We encourage you to seek out our website and utilize the information that is provided. Check out our web site! <http://www.workforcedev.ca>

## WHAT YOU WILL FIND HERE

Words from the ED  
What is The Board up to?  
The Feature  
Stuff you need to know  
Links of Usefulness - In no particular order

## WORDS FROM THE ED



Due diligence is defined by Wikipedia as “the investigation or exercise of care that a reasonable business or person is normally expected to take before entering into an agreement or contract with another party or an act with a certain standard of care”. Our website ([www.workforcedev.ca](http://www.workforcedev.ca)) is a tool that can be utilized in the decision making process in respect to labour market planning for organizations and individuals in our community. It provides a variety of resources to review and research. Please check it out! Due Diligence in labour market planning ... why not?

Frank O'Hearn  
Executive Director



# WHAT THE BOARD IS UP TO?

## LLMP Report:

The Local Labour Market Planning Report has been completed. It offers plenty of Local Labour Market Information and data. It is posted on our website

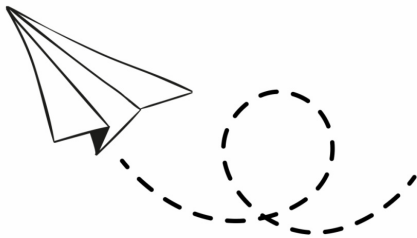
<https://www.workforcedev.ca/llmp-reports/>

## Service Coordination:

The final Newsletter for this fiscal will be published in March 2022 and will be posted on our website. [www.workforcedev.ca](http://www.workforcedev.ca)

## Employer Engagement:

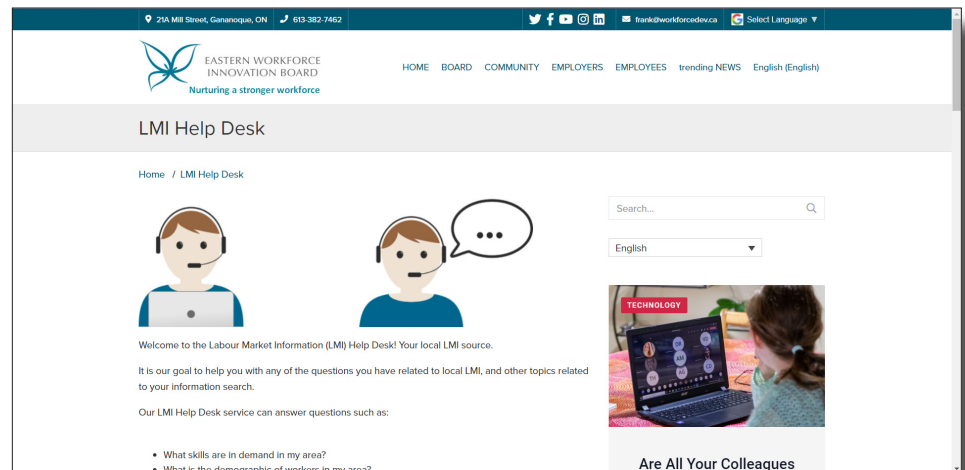
All three of the Workforce Webinars have been completed. A final report summarizing the results will be completed and posted on our website. [www.workforcedev.ca](http://www.workforcedev.ca)



## Help Desk OLMP 2020-2023:

The Workforce Development Board from Peterborough has taken the lead on this regional OLMP. The project encompasses the following activities: Establish a Labour Market Information Analyst Working Group and a LMI Help Desk Marketing Working Group to ensure a structured launch of the LMI Help Desk service and promotion of the service. Establish a Labour Market Information Helpdesk where one does not currently exist.

We are marketing the help desk through social media, chamber of commerce, EDCO's and other partners. This is a great resource, please go to this link to request labour market information. <http://www.workforcedev.ca/index.php/en/local-labour-resources/lmi-help-desk>

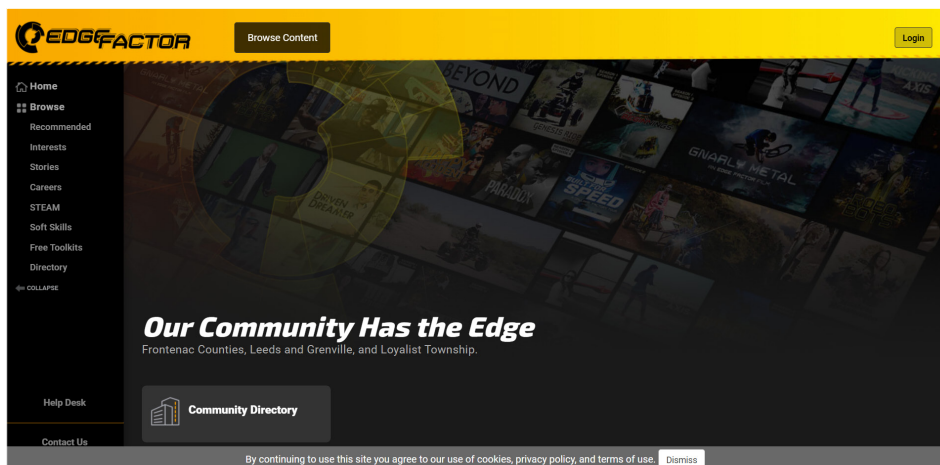


## Jobs Tool 2020-2023:

The Jobs Tool application is available on our website: [www.workforcedev.ca](http://www.workforcedev.ca). This resource will provide an aggregate of jobs in our region with supporting information.

## Edge Factor- Career Pathways:

The Edge Factor platform is a cloud-based delivery system that equips students, parents, teachers, guidance counsellors, community organizations and job seekers of all ages to explore industries and career pathways and provide a mechanism for companies and schools to raise awareness of local career and training opportunities. This project is being led by the Workforce Development Board in Peterborough.



The board has reached out to businesses in our region in the Manufacturing, Agriculture, Construction and Tourism. The videos are available on the following website: <https://edgefactor.com/EWIBON>

# THE FEATURE

*Contributed by Diane Soucie*

## THE IMPORTANCE OF POSITIVE MENTAL HEALTH IN THE WORKPLACE

As we pass the two-year mark living life in a pandemic, we have been challenged in ways no one could have foreseen. We lived through the initial uncertainty and fear of the unknown. We adopted new technologies to accommodate working from home while simultaneously overseeing children learning from home. Front-line workers went to work in hazardous settings while still others struggled to support aging family members isolated in long-term care.

And, for the first time in our lives, people all over the world were simultaneously facing the same challenges. It is no surprise that, for many, these experiences led to feelings of **grief, trauma, anger, depression and anxiety.**

One outcome of this shared experience has been a gradual de-stigmatization of mental illness. In their September, 2021 blog, COVID-19 Brings Mental Health into the Spotlight, Psychology Today noted that the pandemic “produced a new appreciation for mental health [and] its importance ... Some of the stigma that accompanied public sentiment regarding mental health and the need for treatment has decreased”.<sup>1</sup> Contributing to this de-stigmatization were public figures like Brittney Spiers, Simone Biles, Carey Price and Meghan Markel who were just a few of the celebrities who have come forward to speak openly about their personal mental health journeys.<sup>2</sup>

In March 2021, Statistics Canada released the results of a 2020 survey investigating mental health symptoms during COVID-19. They found that 1 in 5 Canadians reported experiencing symptoms of depression, anxiety or post-traumatic stress disorder and that 68% who reported a mental health issue felt their mental health worsened since the pandemic.<sup>3</sup>

The Mental Health Commission of Canada reported that one in five members of the working age population in Canada is living with a mental health problem or illness and that 20% of Canadians will seek medical attention for a mental health illness. This is more than those living with heart disease and type 2 diabetes combined.<sup>4</sup>



Not only do mental health concerns have a devastating impact on individuals, the annual cost to the Canadian economy is estimated at \$51 billion. Indirect costs include absenteeism, presenteeism (defined as an employee not working at full capacity for either physical or mental reasons) and challenges with worker recruitment and retention.<sup>5</sup>

In their January 2020 report on workplace mental health, the Canadian Association of Mental Health (CAMH) reported that mental health is the leading cause of disability in Canada with at least a half-million people missing work due to mental illness each week.<sup>6</sup> An earlier study by CAMH found that the leading factors employed Canadians believe need to be addressed to improve mental health in the workplace are workforce overload and demands; challenges with work-life balances; lack of trust in leadership; lack of transparency and honesty; and, a lack of support and mental health tools.<sup>7</sup>

<sup>1</sup> Erica D. Marshall-Lee, Ph.D., Shanteria Owens, Ph.D., Scot R. Seitz, Ph.D., COVID-19 Brings Mental Health into the Spotlight, September 27, 2021, <https://www.psychologytoday.com/ca/blog/outside-the-box/202109/covid-19-brings-mental-health-the-spotlight>

<sup>2</sup> Ibid

<sup>3</sup> Statistics Canada, Survey on COVID-19 and Mental Health, September to December 2020, <https://www150.statcan.gc.ca/n1/daily-quotidien/210318/dq210318a-eng.htm>

<sup>4</sup> “Making the Case for Investing in Mental Health in Canada, Mental Health Commission of Canada 2016, [http://www.mentalhealthcommission.ca/sites/default/files/2016-06/Investing\\_in\\_Mental\\_Health\\_FINAL\\_Version\\_ENG.pdf](http://www.mentalhealthcommission.ca/sites/default/files/2016-06/Investing_in_Mental_Health_FINAL_Version_ENG.pdf)

<sup>5</sup> Workplace Mental Health – A Review and Recommendations, Canada Association of Mental Health, January 2020, p. 3.

<sup>6</sup> Workplace Mental Health – A Review and Recommendations, Canada Association of Mental Health, January 2020, p. 3.

<sup>7</sup> Canadian Mental Health Association, 2016



To assist Ontario businesses, the Ontario Chamber of Commerce released an employer toolkit, *Working Toward Mental Wellness*. The toolkit begins by pointing out that most companies have strategies to ensure the physical safety of their workers leading to lower insurance and workers' compensation costs. Fewer organizations take comparable action related to mental safety due to "perceptions of difficulty, concern about efficacy, or a belief that the cost will outweigh the benefit. The true opportunity cost of failing to manage mental health issues in the workplace is often misunderstood or underestimated by employers".<sup>8</sup> They describe a mentally healthy workplace as featuring responsive leadership willing to take preventative action; supportive relationships between employees and supervisors; managers with an open-door policy who are willing to hear both good and bad reports; where possible, flexible work conditions that promote work/life balance; a policy of fairness and accommodation for those struggling with mental health issues; and, an environment in which employees are able to be productive at work but leave with energy at the end of the day.<sup>9</sup>

The Ontario Chamber of Commerce also provides mental health resources for business owners who, today more than ever, can feel the stress of maintaining and growing their business and are left feeling isolated, burnt-out and frustrated.<sup>10</sup>

Whether a business owner or an employee, there are strategies to help lower stress and improve mental health. Recognizing the worries and anxiety about COVID-19, the Mayo Clinic recommended:

**Self-care strategies** – Get enough sleep; exercise; eat healthy; avoid tobacco, alcohol and drugs; limit screen time including television and electronic devices; and relax and recharge with yoga, meditation, a good book or music.

**Take care of your mind** – Reduce stress triggers by keeping to a regular routine; limit exposure to news media; enjoy hobbies; and focus on positive thoughts. Maintain a sense of hope. Use your moral compass or spiritual life for support and set realistic priorities.

**Connect with others** – Make connections, finding time for email, texts, phone or video chats; done something for others or support a family member or friend.

**Get help when you need it** – Hoping mental health problems like anxiety or depression will go away on their own can lead to worsening symptoms. Ask for help when you need it.<sup>11</sup>

**If you or a loved one need support for a mental health problem or if you are feeling suicidal or thinking of hurting yourself, call 911 or contact:**

**Kingston Health Sciences Centre: 24-hour mental health crisis line, 613-544-4229**  
or visit <https://kingstonhsc.ca/mental-health-care/community-resources> for a list of specialty resources.

**Leeds and Grenville Addictions and Mental Health: 24-hour mental health crisis line, 1-866-281-2911**  
or visit <https://kingstonhsc.ca/mental-health-care/community-resources> for a similar list of services.



<sup>8</sup> Working Toward Mental Wellness, Ontario Chamber of Commerce, 2017, p. 11

<sup>9</sup> Ibid, p. 13

<sup>10</sup> Working Toward Mental Wellness, Ontario Chamber of Commerce, 2017, p. 16

<sup>11</sup> COVID-19 and your mental health, Mayo Clinic, <https://www.mayoclinic.org/diseases-conditions/coronavirus/in-depth/mental-health-covid-19/art-20482731>

# STUFF YOU NEED TO KNOW

**The United Counties of Leeds and Grenville will hire** a senior “special projects coordinator” to ease the growing workload of their chief administrative officer. The new hire, who will report directly to CAO Ray Callery, would help with communication, coordination and strategy on major projects. The United Counties has embarked on two of the biggest projects in its history, requiring more than \$100 million in spending. The tripling of the size of Maple View Lodge in Athens and the widening and reconstruction County Road 43 will cost at least \$46 million.

**Leeds and Grenville as grown by 3.5 per cent since 2016** to bring it to a population of 104,070 residents, according to the 2021 federal census. The growth was led by North Grenville, which ballooned by 9.2 per cent to make it the fastest-growing municipality in the region, the new Statscan figures show. At 17,964 residents, North Grenville is getting close to Brockville’s as the largest municipality in Leeds and Grenville.



**A 75-year old manufacturing facility rooted** in Morrisburg will close by early 2023. The Kavokerr dental plant, locally known as Beavers Dental, notified employees of layoffs on January 25. There are at least three rounds of layoffs scheduled including at least one department where employees were immediately laid off end of January. There are approximately 175 employees working at the facility. The facility has manufactured dental burrs since 1947.

**The Kingston City Council** is considering endorsing a food sustainability pilot project in a space left vacant by the Harbour Restaurant at the Portsmouth Olympic Harbour which closed in November 2021 after about 45 years in business. The Harbour Restaurant has a fully equipped commercial kitchen and catering facilities, a 210-square-metre ground-floor snack bar and almost 1,000 square metres of banquet space on the second floor. In its place, the city is looking to partner with KEYS Job Centre to operate the Yourway program in the space. The program is designed to offer individual and group-based support women entrepreneurs or aspiring women entrepreneurs who are racialized, newcomers or have a disability. The Yourway program is a partnership between the City of Kingston, KEYS and St. Lawrence College. It is funded by the Queen’s University-led WE-CAN women’s entrepreneurship project.

**The City of Kingston’s downtown** area are to benefit from a federal government business support program. The commercial sections of Williamsville, the Inner Harbour area and the downtown are to receive funding through the My Main Street Local Business Accelerator program. The local areas are to receive a dedicated Main Street Ambassador, customized market research, data analysis through the My Main Street Local Business Accelerator program. “Programs like my Main Street offer critical funding and services for local businesses as they find ways to adapt and create new and inclusive economic opportunities that will help them rebuild and restore vibrancy to their main streets,” said Helena Jaczek, the minister responsible for the Federal Economic Development Agency for Southern Ontario.

**A brand-new, multimillion-dollar fiberglass** manufacturing plant will create more than 100 new jobs in Loyalist Township. Lathan Group Inc., the largest designer, manufacturer and marketer of in-ground residential swimming pools in North America, Australia and New Zealand, announced end of January that it would be building

the largest plant in its history in Loyalist Township. “This new facility will enable us to expand our capacity to meet the growing demand for our products as we drive the awareness of, and accelerate the material conversion to, fiberglass pools,” Scott Rajeske, president and chief executive officer of Latham, said. “We look forward to increasing our manufacturing capabilities in the Loyalist Township region to help scale our operations across North America and enhance our ability to offer homeowners our signature work-class products, while also creating new job opportunities for the Loyalist and Kingston community.”

**Freedom Boat Club, the world’s largest boat club** operator and leader within the boat-sharing model, announced the beginning of February its first location is coming to the Kingston area this spring. Treasure Island Marina east of Kingston is where the Freedom Boat Club will base its latest boat-sharing business. The Kingston-thousand Islands location will be owned and operated by local franchisee Sterling Bown. The new location will be his third with the Freedom franchise network and the 11th Canadian location overall for the Freedom brand. The location will officially open for the 2022 boating season on May 20. The location will offer pontoon, bowriders and centre console boats, with plans for further expansion. Members pay a one-time initiation fee and monthly dues which gives them full access to Freedom’s fleet of boats at their local club.



**A partnership started the beginning** of February between the City of Kingston and St. Lawrence College's School of Business is to give emerging professionals real-life experience while supporting city projects and services. Students in both St. Lawrence's advertising/marketing communications diploma program and its graduate certificate program in digital marketing communications will work in a simulated advertising agency situation to create integrated marketing and communications plans for a number of city initiatives, including staff recruitment, museum attendance, common bylaw infractions and waste collection education for seniors as part of a final project prior to graduation.

**Kingston added almost 8,000 residents**, reaching a population of 132,485 in 2021 up from 123,798 in 2016 according to Statistics Canada. The city's population growth rate topped the national average of 5.2 per cent and Ontario's population growth of 5.8 per cent. "Canadians may be drawn to more distant suburbs by lower housing prices, greater availability of residential developments or a desire to live closer to nature," the Statistics Canada report stated.

**The Brockville's 3M mask plant hired** in the new year. As a demand for N95 respirators grows, officials at 3M Canada are expecting to hire more people at the company's Brockville mask plant. Melissa Jurenas, a 3M Canada spokeswoman, confirmed the California Avenue N93 plant currently has 33 employees, up from 28 at its start, "and will ramp up even more in 2022 to above 50."



**The Shop, Eat, Spend, Enjoy Local** campaign for Gananoque and the Township of Leeds and the Thousand Islands (TLTI) wrapped up mid-January

and surpassed its goal. "It's been great involvement overall, great for our local businesses too" said Bill Stewart, executive director with 1000 Islands Gananoque Chamber of Commerce. "it's been so successful, way better than we even thought."



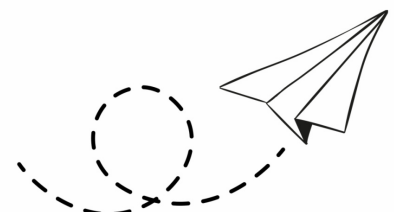
**Leclerc Foods, a Quebec-based North American** cookie and snack food manufacturer announced its acquisition of Brockville's former Procter & Gamble plant, where it expects to hire more than 100 people in the coming years. But could exceed that number. The Quebec-based company is hoping to start production at the California Avenue site in July 2022, ramping up to full capacity in January 2023. "We have a lot of projects for our new acquisition in Brockville," Leclerc Foods president Denis Leclerc told participants at a media event hosted by the St. Lawrence Corridor Economic Development Commission. Leclerc said the Brockville location is strategic, offering the company proximity to its U.S. customers and its plants in Canada and the United States. It will create more than 100 new jobs over a five-year period and the Brockville site will be high-tech, peanut-free certified, and devoted to cookies and bars production.

**Hunter Grant, the former owner and publisher** of the The Recorder and Times, is the latest recipient of the Brockville and District Chamber of Commerce Lifetime Business Achievement Award. Grant becomes the 10th recipient of the award, following Gord Brown, David Beatty, Bob Runciman, Al Smith, Dave Sheridan, Don Green, Sherri Simzer, Joan and Steve Mazurek, and Dave Jones. "I was humbled and surprised," Grant, 79 said when he was informed of the award.

**A local veterinarian from Prescott** has been bestowed an award by the Ontario Veterinary Medical Association (OVMA). Dr. John Donovan was announced as the recipient of the Award of Merit early February this week for his long-time work in the field, training young veterinary students and growing the practice across Eastern Ontario. Donovan is a partner with Prescott Animal Hospital/rideau-st. Lawrence Veterinary Services, a large animal mobile company. The organization, which merged with Prescott Animal Hospital in 2009, also oversees large and small animal veterinary clinics in North Grenville, Williamstown and Navan.



**Cunningham Swan LLMP is pleased to welcome** two new members to the Partnership. Kalen Ingram joined the partnership effective Jan. 1, 2022. She has been with the firm since 2010, starting as a summer law student. "Labour and employment law is fundamentally about people – managing people in the workplace in accordance with the law, but also in a manner that will drive the organization and its members toward fulfilling their goal," Ingram said. The firm has also welcomed Kevin Cooke to the Partnership. He has joined the firm's growing litigation group, bringing extensive experience in insurance defence and civil litigation. Kevin supports the local community in his role as president of the Frontenac Law association as a sessional instructor at Queen's Law.





# LINKS OF USEFULNESS- IN NO PARTICULAR ORDER

Algonquin & Lakeshore Catholic District School Board [www.alcddb.on.ca](http://www.alcddb.on.ca)  
Ontario Skilled Trades website <https://www.ontario.ca/page/skilled-trades>  
La Route du Savor [www.laroutedusavoir.org](http://www.laroutedusavoir.org)  
Academy of Learning <http://aolkingston.com>  
The Ontario Tourism Education Corporation (OTEC) <http://www.otec.org>  
St. Lawrence College Employment Services  
<http://www.employmentservice.sl.on.ca/?lm=0&Location=10>  
Community Living Kingston <http://www.communitylivingkingston.org>  
Career Services <http://careerservices.ca>  
Upper Canada District School Board <http://www.ucdsb.on.ca>  
United Communities of Leeds Grenville <http://www.leedsgrenville.com/en>  
Community Care Access Centre <http://www.ccac-ont.ca>  
Correctional Service Canada <http://www.csc-scc.gc.ca>  
KEYS Job Centre [www.keys.ca](http://www.keys.ca)  
North Grenville <http://www.northgrenville.on.ca>  
Evolution Group Inc. <http://evolutiongroupinc.com>  
City of Kingston [www.cityofkingston.ca](http://www.cityofkingston.ca)  
Brockville Chamber of Commerce <http://www.brockvillechamber.com>  
County of Frontenac <http://www.frontenacounty.ca>  
Frontenac Community Futures Development Corporation <http://www.frontenacfdc.com>  
March of Dimes <http://www.marchofdimes.ca>  
Kingston Chamber of Commerce <http://www.kingstonchamber.on.ca>  
Employment and Education Centre <http://www.eecentre.com>  
Upper Canada Leger Centre for Education and Training [www.uclc.ca](http://www.uclc.ca)  
1000 Islands Chamber of Commerce <http://1000islandschamber.com>  
Loyalist Township <http://www.loyalisttownship.ca>  
Downtown Brockville <http://www.downtownbrockville.com>  
Prescott and Area Chamber of Commerce <http://www.prescottanddistrictchamber.com>  
Town of Gananoque <http://www.gananoque.ca>  
Town of Prescott <http://www.prescott.ca>  
Eastern Ontario Development Fund [www.ontario.ca/business-and-economy/eastern-ontario-development-fund](http://www.ontario.ca/business-and-economy/eastern-ontario-development-fund)  
Kingston Immigration Partnership <http://www.kchc.ca/index.cfm/kip>  
Ministry of Agriculture and Food <http://www.omafr.gov.on.ca>  
North Frontenac Township <http://www.northfrontenac.com>  
Service Canada [www.servicecanada.gc.ca](http://www.servicecanada.gc.ca)  
Township of Central Frontenac <http://www.centralfrontenac.com>  
Restart Employment Services <http://www.restartnow.ca>  
Catholic District School Board of Eastern Ontario <http://www.cdsbeo.on.ca>  
TR Leger School of Adult, Alternative & Continuing Education  
[www.ucdsb.on.ca/school/trl/Pages/default.aspx](http://www.ucdsb.on.ca/school/trl/Pages/default.aspx)  
United Way [www.unitedway.ca](http://www.unitedway.ca)  
Gananoque and District Association of Community Living <http://ottawa.cioc.ca/record/KGN1604>  
Town of Smith Falls <http://www.smithsfalls.ca>  
Limestone District School Board [www.studykingston.com](http://www.studykingston.com)  
Northern Frontenac Community Services Corporation <http://kingston.cioc.ca/record/KGN1016>  
Prince Edward - Lennox and Addington Social Services <http://pelass.org>  
Kingston Skills & Literacy <http://www.klandskills.ca>  
CSE Consulting <http://www.cseconsulting.com>  
Literacy Link Eastern Ontario <http://www.lleo.ca>  
Village of Merrickville-Wolford <http://www.merrickville-wolford.ca>  
Excellence in Manufacturing Consortium <http://www.emccanada.org>  
Parliament of Canada <http://www.parl.gc.ca>  
Kingston Construction Association <http://www.kca.on.ca>  
Boys and Girls Club [www.bgckingston.ca](http://www.bgckingston.ca)  
Grenville Community Futures Development Corporation <http://www.grenvillecfdc.com>  
Township of Leeds and The Thousand Islands <http://www.leeds1000islands.ca>

Centre for Internationally Educated Nurses <http://www.care4nurses.org>  
 Ontario Skills Passport <http://www.skills.edu.gov.on.ca/OSP2Web/EDU/Welcome.xhtml>  
 Ontario East Economic Development <http://www.onteast.com>  
 Algonquin College <http://www.algonquincollege.com>  
 Kingston Canada <http://livework.kingstoncanada.com>  
 Primus Accessibility Services [http://primus.ca/index.php/que\\_en/about-us/accessibility-services](http://primus.ca/index.php/que_en/about-us/accessibility-services)  
 OLG Thousand Islands [http://www.olg.ca/olg-casinos/casino\\_facilities.jsp?gamesite=thousand\\_islands](http://www.olg.ca/olg-casinos/casino_facilities.jsp?gamesite=thousand_islands)  
 Covidien <http://www.covidien.com>  
 Girls Inc. of Upper Canada <http://www.girlsinc-uppercanada.org>  
 Connections Adult Learning Centres <http://kingston.cioc.ca/record/KGN3999>  
 ACFOMI <http://www.acfomi.org>  
 Grade Learning <http://gradelearning.ca>  
 1000 Islands Tourism <http://www.1000islandstourism.com>  
 1000 Islands Community Develop Corporations <http://www.ticdc.ca>  
 Independent Living Centre Kingston <http://www.ilkingston.com>  
 RDEE <http://www.rdee-ont.ca>  
 The Department of National Defense and the Canadian Forces <http://www.forces.gc.ca>  
 Green Centre Canada <http://www.greencentrecanada.com>  
 Image Advantage <http://www.imageadvantage.com>  
 Augusta Township <http://www.augusta.ca>  
 Ministry of Training, Colleges and Universities <http://www.tcu.gov.on.ca/eng>  
 Township of South Frontenac <http://www.township.southfrontenac.on.ca>  
 Interactive Manufacturing Innovation Networks <http://www.iminonline.ca>  
 Frontenac Community Mental Health & Addictions Services <http://www.fcmhas.ca>  
 Township of Edwardsburgh/Cardinal <http://www.edwardsburghcardinal.ca>  
 Adecco <http://www.adecco.ca>  
 Brockville General Hospital <http://www.bgh-on.ca>  
 The Corporation of the Township of the Front of Yonge [www.Mallorytown.ca](http://www.Mallorytown.ca)  
 Township of Rideau Lakes <http://www.twprideaulakes.on.ca>  
 County of Lennox & Addington <http://www.lennox-addington.on.ca>  
 Brockville and Area YMCA <http://www.brockvilley.com>  
 Fulford Academy <http://www.fulfordacademy.com>  
 Liaison College <http://www.liaisoncollege.com>  
 North Grenville Chamber of Commerce <http://www.northgrenvillechamber.com>  
 St. Lawrence – Rideau Immigration Partnership <http://www.leedsgrenvilleimmigration.ca>

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This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario

*The views expressed in this document do not necessarily reflect those of Employment Ontario.*